

ECHILIBRUL MUNCĂ – VIAȚĂ PERSONALĂ: LEGĂTURA VITALĂ CĂTRE METODELE MANAGEMENTULUI TALENTELOR

WORK-LIFE BALANCE: THE VITAL LINK TO TALENT MANAGEMENT PRACTICES

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Abstract: Today's business environment is a cue to corporate leaders that "Talent Management" is a critical and difficult task. To carry out this mission well, one should fully appreciate the wide range of competencies necessary to have effective leadership teams that can withstand the test of time and market ups and downs. Operating excellence, technical competence, Organizational Focus and drive are important. The paper addresses the two aspects namely, talent management practices and work-life balance (WLB) in the context of IT and BPO companies. In order to achieve the best talent, enhancement of work life balance will play vital link. The study picks up the design parameters from extensive literature review and uses chi-square test and factor analysis to assess the impact of the employees' work life balance on talent management practices.

Keywords: Work life balance, Talent Management, IT&BPO companies, Competencies.